Headquarters, Department of the Army

Consolidated Senior Executive Services (SES) Operations and SES Pay Reform

Presentation for

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Senior Executive Training Symposium

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Discussion Topics

- **Consolidated SES Operations**

  - Reasons for Consolidation
  - Matters Pending Resolution
  - Roles and Responsibilities

- **SES Pay Reform**

  - References
  - Significant Changes
  - Rates of Basic Pay
  - Pay Setting Provisions
  - Considerations for Setting/Increasing Pay
  - Status of Agency System Certification

Consolidated SES Operations

- **Reasons for Consolidation**

  - Single Point of Advisory and Operational Support for All Executive Positions

  - "Cradle-to-Grave" Operations Support – Total Visibility, Maximum Flexibility, Quick Responsiveness

  - Execution of Processes with an Eye Toward Standardization and Timeliness

- **Decisions Pending**

  - Role of Civilian Personnel Advisory Centers (CPACs) in Providing Advisory Services

  - Streamlined SES Recruitment Process

Consolidated SES Operations

- **Roles and Responsibilities**

- Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs, U.S. Army SES Office

* Centrally Manage All SES Allocations and Control Distribution of Army-wide Resources
* Career Development and Succession Planning
* Management of Corporate Talent Pool (GO/SES Interchangeability)
* Policy Development
* Oversight and Technical Evaluation of Operations and Support
* Program Effectiveness and Improvements
* Executive Secretary to Executive Resources Board (ERB)

Consolidated SES Operations

➢ Roles and Responsibilities

- Office of the Administrative Assistant to the Secretary of the Army, Human Resource
Management Directorate

* Classification Support, Including Preparation of Evaluation Statements
* Staffing (Recruitment, Reassignments)
* Pay Setting and Pay Administration
* Personnel Action Processing, Including Regulatory Review and Database Management
* Management and Employee Relations
  - Performance Management
  - Disciplinary/Adverse Action Administration
  - Leave Administration
  - Merit Systems Protection Board Appeals
  - Incentive Awards/Recognition
* Administration of Performance Review Boards (PRB)
* Employee In-Processing
* Productivity Management and Data Entry
* Advisory Services

Consolidated SES Operations

Roles and Responsibilities

- Major Army Commands (MACOM)

* Submit MACOM Requests to Establish Position, Recruit, etc.
* Serve as Liaison for Senior Level Issues
  - Prioritization
  - Performance Management
  - Reporting Requirements
  - Management Assistance
* Orient New Executives, e.g., Performance Management, Ethics
* Administer MACOM Presidential Rank Review Boards
* Productivity Management and Data Entry

SES Pay Reform

References

- National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136, Dated November 24, 2003)

- Department of Defense Policy, Subject: Executive Pay and Performance Management – Interim Policy Pending Certification, Dated July 1, 2004

- Department of the Army Policy, Subject: Executive Pay and Performance Management, Dated September 13, 2004

- Department of Defense Policy, Subject: Increase in Senior Executive Service and Defense Intelligence Senior Executive Service Basic Pay Coinciding with the Increase in the Executive Schedule, Dated January 12, 2005

- Department of the Army Policy, Subject: Increase in Senior Executive Service and Defense Intelligence Senior Executive Service Basic Pay, Dated January 14,

SES Pay Reform

- **Significant Changes**

  - SES Pay Levels Abolished

  - Locality Pay Eliminated

  - Pay Range Established

  - Agency Certification of Performance Management System

- **Rates of Basic Pay for SES Members**

  - Agency Certified System
    * Minimum - $107,550
    * Maximum - $162,100

  - Agency System Not Certified
    * Minimum - $107,550
    * Maximum - $149,200

SES Pay Reform

- **Decisions on Setting and Adjusting Rates of Basic Pay**

  - Individual Performance and/or Contribution to Agency's Performance

  - Meaningful Distinctions in Performance Throughout the Agency
    * Overall Distribution Within SES Rate Range
    * Within Single Performance Rating Level
    * Between Performance Rating Levels

- **Considerations for Increasing Basic Pay**

  - President's Management Agenda
  - Government Performance and Results Act Goals
  - Defense Planning Guidance
  - Organization Mission and Strategic Goals

SES Pay Reform

- **12-Month Rule**

  - Increase or Reduce the Rate of Basic Pay
  - Exceptions to 12-Month Rule

- **Conditions for Exceptions to the 12-Month Rule**

  - Exceptionally Meritorious Accomplishment
  - To Reassign or Recruit Certain Senior Executive
  - To Retain Certain Senior Executive
  - Conform to New Appraisal and Performance Cycle

- **Relative Position in the Rate Range**

  - Advancement of Relative Position Within the SES Rate Range
  - May Not Exceed Executive Level III ($149,200)
  - Exempt from 12-Month Limitation

SES Pay Reform

- **Current Status of Agency System Certification**

  - Submitted to Office of Personnel Management/Office of Management and Budget
  - Office of the Secretary of Defense Awaiting Approval
  - Confirmation of Adherence to Plan Through Sampling of Performance Plans Required